|  |  |
| --- | --- |
| **Job Title:**  Senior Crew Leader | **Reports to:**  Regional Program Manager |
| **Classification:**  AmeriCorps | **Requires ability to operate MCC vehicle(s):**  Yes |
|  | **Recurring Access to Vulnerable Populations[[1]](#endnote-1):**  Yes |

**Position Summary:** The Senior Crew Leader’s (SCL) responsibilities will include training of Field and Expedition Leaders, field visitation and logistical support to help ensure the successful completion of MCC projects and programming, and logistical support to ensure regional operations run smoothly. The SCL, under the supervision of the Regional Program Manager or Youth Program Manager respectively, works with all regional staff and must maintain communication between the office and the field. The SCL helps ensure that MCC policies and procedures are followed by all members and leaders while establishing and maintaining a good working relationship with project partners. The SCL will be called upon to lead or join an existing crew when necessary. The SCL is an AmeriCorps member and is entitled to the benefit package offered to all AmeriCorps members. This is not a 9-5 job, rather a commitment to service and an experience where long hours and extended time away from your home base are to be expected. Serving as a SCL at MCC means having passion for service to others, for wild lands and wild places, for personal growth, or for any number of MCC’s values. SCLs must be self-motivated and flexible in order to meet the changing needs of the position.

Senior Crew Leaders understand that commitment, flexibility and self-motivation are integral to maintaining the high expectations placed upon them.  They use their training, experience and commitment to facilitate their crew’s development.  They are creative in their approach to problem solving and motivating others, and are invested in the idea that their personal development and growth as a leader are most fully realized when used in service to their crews, their communities and the environment.

**Programmatic Duties:**

* Assist staff in planning and implementing trainings for members and leaders
* Facilitate and deliver MCC education components to leaders and crews in the field
* Ensure safety is the top priority during all MCC activities and projects; promote a ‘culture of safety’
* Follow and model all MCC policies and procedures and ensure crew compliance
* Assist regional staff with recruitment of crew members
* Assist in planning, coordinating and leading volunteer service opportunities
* Assist in project logistics, including coordinating the regional tool cache, assisting with regional inventory, field visits to crews, and communicating with project partners from the office
* Provide technical training, assistance and guidance to crews and leaders as needed
* Support Crew Leaders with leadership or crew dynamic challenges and help facilitate debriefs

**Administrative Duties:**

* Maintain accurate crew, project, program, and safety records
* Maintain accurate inventory and records
* Complete and submit required reports and other paperwork in a timely manner before end of term of service
* Provide information for evaluation of Crew Leaders and Members; include both positive feedback and areas of potential improvement

**Qualifications:**

* High school degree, GED, or willingness to work towards obtaining a GED
* 21 years old on the start date of the program
* Valid driver’s license, ability to pass a Motor Vehicle Records check
* US Citizenship or lawful permanent US Resident
* Ability to pass a National Service Criminal History Check
* Ability to hike 3-12 miles per day in terrain that can be steep, rocky or uneven, often wearing a 45lb backpack while carrying tools and sometimes backpacking with full packs of 60 – 70lbs
* Ability to lift up to 35 pounds repeatedly and use hand and power tools
* Effective written and oral communication skills
* WAFA is required by the start of the season and training is reimbursable to allotted amount

**Encouraged Aptitude:**

* Demonstrates strong service ethic and desire to serve the community and the environment
* Embraces willingness to work long, hard hours in all weather conditions; ability to be away on overnight trips for up to 10 days at a time
* Commitment to completing term; available for duration of entire term of service

**Desired Additional Qualifications:**

* Trained on Wilderness Advanced First Aid certification

*MCC seeks to provide access and opportunity to a diverse group of staff and participants, while continuing to identify and reduce barriers to being involved in our organization and programs.  We encourage applicants of all backgrounds to apply.*

1. Vulnerable Populations, per National Service Criminal History Check Guidance, include children age 17 or younger, persons age 60 and older, and/or individuals with disabilities. “Individuals with disabilities” has the same meaning given to the term in the Rehabilitation Act in 29 U.S.C. § 705(20)(B), and includes any person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having an impairment. [↑](#endnote-ref-1)